

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-89005	9/11/2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police & Fire Professionals of America (SPFPA)		b. Union Representative to Contact David L. Hickey, International President	
c. Address 25510 Kelly Rd. Roseville, MI 48066-4932		d. Tel. No. (586) 772-7250 x108 F. Fax No. (586) 772-9644	e. Cell No. g. e-Mail spfpares@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about in or around (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees by demanding employees sign unlawful dues check-off authorization cards and by threatening employees about the consequences of failing to sign unlawful dues check-off authorization cards for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Master Security, LLC		4a. Tel. No. (410) 584-8789 4c. Fax No. (410) 584-8794	4b. Cell No. 4d. e-Mail kutznichols@mastersecurity.us
5. Location of Plant involved (street, city, state, and ZIP code) 10946D Beaver Dam Rd. Hunt Valley, MD 21030-2223		6. Employer representative to contact Kristine Utz-Nichols, Vice President	
7. Type of Establishment (factory, mine, wholesaler) Federal Government building	8. Principal product or service Security Services	9. Number of Workers employed 35	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)		Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C), an Individual		Fax No.	
Address: (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
Date: 9/11/12			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 20, 2012

(b) (6), (b) (7)(C)

Re: International Union, Security Police and
Fire Professionals of America (SPFPA)
(Master Security Company, LLC)
Case 05-CB-089005

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Conditional Decision to Dismiss: Based on that investigation, it appears that your charge may have merit. However, I have conditionally decided to dismiss your charge six months from today because there have not been any similar or related meritorious charges against International Union, Security Police and Fire Professionals of America (SPFPA) within the past several years, and because the investigation did not uncover sufficient evidence, such as similar statements made to other employees, to conclude that the Union engaged in any related unlawful behavior. Nor did the investigation find evidence that the unfair labor practice was witnessed by other employees. I have accordingly concluded that the conduct in this case is isolated in nature; there is no ongoing unlawful effect on an employee's terms and conditions of employment; and there is neither impact on other employees nor other accompanying violations which require a Board remedy.

I intend to dismiss your charge six months from today unless I decide before then that the Charged Party has committed additional violations of the Act that would make dismissal of your charge inappropriate.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to conditionally dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor

November 20, 2012

Relations Board, Attn: Office of Appeals, 1099 14th Street NW, Washington, DC 20570-0001.
Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **December 4, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, DC by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **December 3, 2012**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before December 4, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ *Wayne R. Gold*

Wayne R. Gold
Regional Director

Enclosure

cc: See Page 3

cc: General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street NW
Washington, DC 20570

Mr. David L. Hickey
International President
International Union, Security, Police and
Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066-4932

Gordon A. Gregory, Esq.
Gregory Moore Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Ms. Christine Utz-Nichols
Vice President
Master Security Company, LLC
10946 Beaver Dam Road, Suite C
Hunt Valley, MD 21030-2223



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

June 6, 2013

(b) (6), (b) (7)(C)

Re: International Union, Security Police and
Fire Professionals of America (SPFPA)
(Master Security Company, LLC)
Case 05-CB-089005

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police & Fire Professionals of America and Local 555 has violated the National Labor Relations Act.

Decision to Dismiss: On November 20, 2012, I informed you I would dismiss this charge unless I decided that the Charged Party had committed additional violations of the Act that would make dismissal of your charge inappropriate. Since that has not happened, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **June 20, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than June 19, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before June 20, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

cc General Counsel
Office Of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, NW
Washington, DC 20570

Gregory Gordon, Esq.
Moore, Jeakle, and Brooks, P.C.
The Cadillac Tower
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Mr. David L. Hickey
International President
International Union, Security, Police and
Fire Professionals of America
25510 Kelly Rd.
Roseville, MI 48066-4932

Ms. Kristine Nichols
Vice President
Master Security Company, LLC
10956 Beaver Dam Rd.
Hunt Valley, MD 21030-2211

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CB-90268	Date filed 9/28/12
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 454		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. none	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since in or around (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees by refusing to process grievances on behalf of (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer WSI/G4S Government Solutions Incorporated 7121 Fairway Drive, Ste. 301 Palm Beach Gardens, FL 33418		4a. Tel. No. (800)325-4532	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Fort Lee, Petersburg, VA		6. Employer representative to contact Mr. Degan, Chief Ms.	
7. Type of Establishment (factory, mine, wholesaler) Military base	8. Principal product or service Security Services	9. Number of Workers employed 70+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	an Individual	
(signature of representative of person making charge)	Printout name and title or office, if any	Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 09/19/2012	Fax No.
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 5, 2012

(b) (6), (b) (7)(C)

International Union, Security, Police and Fire
Professionals of America (SPFPA), Local 454

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 454 (WSI/G4S Government
Solutions Incorporated)
Case 05-CB-090268

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Wayne R. Gold
Regional Director

cc:

(b) (6), (b) (7)(C)

Ms. Chief Degan
WSI/G4S Government Solutions Incorporated
7121 Fairway Drive
Suite 301
Palm Beach Gardens, FL 33418-3766

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CB-091339	Date filed 10/15/12
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA, LOCAL 287		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since about (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees for arbitrary or discriminatory reasons or in bad faith, by withdrawing the grievance of (b) (6), (b) (7)(C) regarding a three-day suspension.

Since in or about May 2012, the above-named labor organization has refused to bargain collectively and in good faith with Coastal International Security, Inc., by unilaterally changing the grievance/arbitration procedure set forth in the collective-bargaining agreement.

3. Name of Employer COASTAL INTERNATIONAL SECURITY, INC.		4a. Tel. No. (703) 339-0233	4b. Cell No.
		4c. Fax No. (703) 339-7951	4d. e-Mail fduran@coastal-security.com
5. Location of Plant involved (street, city, state, and ZIP code) Ronald Reagan Building, 1300 Pennsylvania Ave, Washington, DC 20011		6. Employer representative to contact FRANK DURAN	
7. Type of Establishment (factory, mine, wholesaler) Federal Government Building	8. Principal product or service Security	9. Number of Workers employed 300	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		AN INDIVIDUAL	
B. Signature of party filing charge (b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		Cell No.	
		Fax No.	
		Date: 10/3/12	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

December 28, 2012

Eric Berg, Esq.
Gregory, Moore, Jeakle, & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America, Local 287
(Coastal International Security, Inc.)
Case 05-CB-091339

Dear Mr. Berg:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ *Wayne R. Gold*

Wayne R. Gold
Regional Director

cc: (b) (6), (b) (7)(C)
International Union, Security, Police and
Fire Professionals of America, Local 287

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Mr. Frank Duran
Coastal International Security, Inc.
National Press Building
1300 Pennsylvania Avenue
Washington, DC 20045-1000

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-92744	Date Filed 11/7/2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union of Security Police and Fire Professionals of America		b. Union Representative to contact Joseph Mccray, District 4 Director	
c. Address (street, city, state and ZIP code) 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586)772-7250	e. Cell No. (916)501-3174
		f. Fax No. (586)772-9644	g. e-Mail jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about <u>(b) (6), (b) (7)(C)</u> 2012, and at all times thereafter, the above-named Labor Organization by its officers, agents and representatives, restrained and coerced the employees of Swanson Services LLC in the exercise of the rights guaranteed in Section 7 of the Act by failing or refusing to process the grievance of <u>(b) (6), (b) (7)(C)</u> .			
3. Name of Employer Swanson Services LLC		4a. Tel. No. 804-521-4416	b. Cell No.
		c. Fax No. 804-521-4304	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) U.S. Army Corps of Engineers, 7701 Telegraph Rd., Alexandria, VA 22315		6. Employer representative to contact Wayman Swanson, President	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security Services	9. Number of workers employed 30	
10. Full name of party filing charge <u>(b) (6), (b) (7)(C)</u>		11 a. Tel. No. <u>(b) (6), (b) (7)(C)</u>	b. Cell No. <u>(b) (6), (b) (7)(C)</u>
11. Address of party filing charge (street, city, state and ZIP code) <u>(b) (6), (b) (7)(C)</u>		c. Fax No.	d. e-Mail
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief By <u>(b) (6), (b) (7)(C)</u> (Signature of person filing charge) Barbara Tibbs <u>(b) (6), (b) (7)(C)</u> Address		Tel. No. <u>(b) (6), (b) (7)(C)</u> Cell No. <u>(b) (6), (b) (7)(C)</u> Fax No. e-Mail	
		Date <u>12-30-12</u>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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IO: (b) (6), (b) (7)(C)

RRB 10/26/2012



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

December 28, 2012

(b) (6), (b) (7)(C)

Re: International Union of Security Police and
Fire Professionals of America
(Swanson Services LLC)
Case 05-CB-092744

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union of Security Police and Fire Professionals of America has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on January 11, 2013. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C.

December 28, 2012

by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than January 10, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before** January 11, 2013. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/S/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

cc: General Counsel
Office Of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

Eric W. Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square
Suite 3727
Detroit, MI 48226-2893

Mr. Joseph McCray, Director, District 4
International Union of Security, Police &
Fire Professionals of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

Mr. Wayman Swanson, President
Swanson Services, LLC
501 E Franklin St.
Richmond, VA 23219-2322



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

February 8, 2013

(b) (6), (b) (7)(C)

Re: International Union of Security Police and
Fire Professionals of America
(Swanson Services, LLC)
Case 05-CB-092744

Dear (b) (6), (b) (7)(C):

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied. The evidence reveals that Article 2 of the parties current collective-bargaining agreement gives the Employer the sole right to discharge probationary employees. As you were a probationary employee in that you had just started working for the new Employer, despite this language, the Union still made an information request and filed a grievance on your behalf. After reviewing information during a 3rd Step Grievance meeting, the Union determined that it would not proceed further with your grievance. Consequently, the evidence is insufficient to establish that the Union's actions with regard to representing you were unlawful. Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon
Acting General Counsel

A handwritten signature in black ink that reads "Deborah Yaffe". The signature is written in a cursive, flowing style.

By:

Deborah Yaffe, Acting Director
Office Of Appeals

International Union of Security Police and
Fire Professionals of America
(Swanson Services, LLC)
Case 05-CB-092744

-2

cc: WAYNE R. GOLD, REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
BANK OF AMERICA CENTER, TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

JOSEPH MCCRAY
DIRECTOR, DISTRICT 4
INTERNATIONAL UNION, SECURITY,
POLICE & FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4932

WAYMAN SWANSON,
PRESIDENT
SWANSON SERVICES, LLC
501 E FRANKLIN ST
RICHMOND, VA 23219-2322

ERIC W. BERG, ESQ.
GREGORY, MOORE, JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

lmr



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

May 10, 2013

(b) (6), (b) (7)(C)

Re: International Union of Security Police
and Fire Professionals of America
(Swanson Services, LLC)
Case 05-CB-092744

Dear (b) (6), (b) (7)(C):

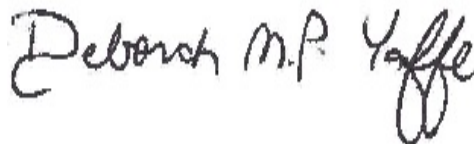
This is in reply to your letter dated February 13, 2013, and received in this office on February 19, 2012, which is being treated as a motion for reconsideration. We have carefully reviewed the evidence disclosed by the Regional Office investigation, together with the contentions raised in your motion, and have concluded that a departure from our original decision is unwarranted.

Aside from any dispute as to your probationary status, there is insufficient evidence to establish that the Union violated its duty of representation under the National Labor Relations Act. In that regard, the Union promptly processed your grievance, reviewed evidence obtained from the Employer in connection with your grievance, and wrote you a letter explaining it would not process your grievance further. In sum, the evidence supports the Union's position that it did not pursue your grievance based on a good faith belief that your grievance lacked merit.

While you may not be satisfied with this decision, please be assured that your allegations were carefully considered, both from a factual and legal perspective. Accordingly, your request for reconsideration is denied and the case is closed.

Sincerely,

Lafe E. Solomon
Acting General Counsel

By: 

Deborah M.P. Yaffe, Director
Office of Appeals

International Union of Security Police
and Fire Professionals of America
(Swanson Services, LLC)
Case 05-CB-092744

-2

cc: WAYNE R. GOLD, REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
BANK OF AMERICA CENTER, TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

JOSEPH MCCRAY
DIRECTOR, DISTRICT 4
INTERNATIONAL UNION, SECURITY,
POLICE & FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4932

WAYMAN SWANSON
PRESIDENT
SWANSON SERVICES, LLC
501 E FRANKLIN ST
RICHMOND, VA 23219-2322

ERIC W. BERG, ESQ.
GREGORY, MOORE, JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

lmr

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-092871	11/08/2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union Security, Police, and Fire Professionals of America (SPFPA), and its Amalgamated Local 288	b. Union Representative to contact Joseph McCray, Director	
c. Address (street, city, state and ZIP code) 25510 Kelly Road Roseville, MI 48066	d. Tel. No. (586) 772-7250	e. Cell No.
	f. Fax No.	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2012, and at all times thereafter, the above-named Labor Organization, by its officers, agents and representatives, restrained and coerced the employees of Coastal International Security, Inc. in the exercise of the rights guaranteed in Section 7 of the Act, by failing or refusing to process the grievance of (b) (6), (b) (7)(C)

3. Name of Employer Coastal International Security, Inc.	4a. Tel. No. (505) 692-8469	b. Cell No.
	c. Fax No. (866) 363-5355	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) P. O. Box 1410, Santa Cruz, NM 87567	6. Employer representative to contact Nkrumah Williams, Contract Manager
--	---

7. Type of establishment (factory, mine, wholesaler, etc.) Contractor	8. Identify principal product or service Security Services	9. Number of workers employed 200+
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10. Full name of party filing charge (b) (6), (b) (7)(C)	11 a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
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11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
--	------------	----------------------------------

12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief (b) (6), (b) (7)(C) By (b) (6), (b) (7)(C) (signature or representative or person making charge) Theodore W. Berry An Individual (title or office, if any) mailing address (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) 10-22-2012		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)
---	--	---

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

IO: RRB 8/20/2012

Inquiry: (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 30, 2013

(b) (6), (b) (7)(C)

Re: International Union Security, Police, and
Fire Professionals of America (SPFPA),
and its Amalgamated Local 288 (Coastal
International Security, Inc.)
Case 05-CB-092871

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union Security, Police, and Fire Professionals of America (SPFPA), and its Amalgamated Local 288 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **February 13, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than February 12, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before February 13, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

cc: General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, Nw
Washington, DC 20570

Mr. Nkrumah Williams,
Contract Manager
Coastal International Security, Inc.
1300 Pennsylvania Avenue, N.W.
Washington, DC 20004

Mr. Joseph McCray, Director, District 4
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-095230	12/18/12

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security Police Fire Professionals of America (SPFPA)		b. Union Representative to contact Joseph McCray	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, Michigan 48066		d. Tel. No. 596-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1A of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Union engaged in unfair representation by delaying communication between G4S and the Union about (b) (6), (b) (7)(C) desire to take (b) (6), (b) (7)(C) issues to arbitration. In a (b) (6), (b) (7)(C) 2012 decision, an arbitrator found that a 13-month delay by the Union to select an arbitrator resulted in the eventual loss of a substantial amount of wages for (b) (6), (b) (7)(C). Additionally, the Union did not pursue G4S to comply with the Arbitration Award. Even after G4S did not comply with the Arbitration Award, the Union did not protect (b) (6), (b) (7)(C) interests and file a ULP against G4S. As a result of the Union's negligence in communicating with G4S and enforcing (b) (6), (b) (7)(C) rights as a member of the bargaining unit, (b) (6), (b) (7)(C) is still unemployed and has yet to recover any of (b) (6), (b) (7)(C) lost wages from G4S.			
3. Name of Employer G4S Government Solutions-National Capital Region 6710 Oxon Hill Rd., Suite 200 Oxon Hill, MD 20745		4a. Tel. No. 240-493-3910	b. Cell No.
		c. Fax No. 240-493-3911	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 6710 Oxon Hill Rd., Suite 200 Oxon Hill, MD 20745		6. Employer representative to contact David Beckett	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Company	8. Identify principal product or service Security	9. Number of workers employed 50+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Alan Mitchell</u> Alan Mitchell, Esq. (signature of representative or person making charge) (Print/type name and title or office, if any) 700 12th-Street N.W., Suite 700 Address Washington, D.C. 20005 (date) 12/13/2012		Tel. No. 866-771-0151 ext. 4 Cell No. Fax No. 1-866-771-0151 e-Mail alan@theonealfirm.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 6, 2013

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union Security, Police and
Fire Professionals of America
(G4S Government Solutions)
Case 05-CB-095230

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: See Page Two

February 6, 2013

cc: Mr. Joseph McCray
International Union, Security, Police &
Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066-4932

(b) (6), (b) (7)(C)

Mr. David Beckett
G4s Government Solutions, Inc.,
National Capital Region
6710 Oxon Hill Road
Suite 200
Oxon Hill, MD 20745-1124

Mr. Michael W. Goodwin
G4s Government Solutions Inc.
7121 Fairway Drive
Suite 301
Palm Beach Gardens, FL 33418-3766

Alan A. Mitchell, Esq.
The O'Neal Firm, LLP
700 12th Street, N.W., Suite 700
Washington, DC 20005-3945

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

05-CB-095242

12/19/2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name United Security and Police Officers of America (USPOA)	b. Union Representative to contact Assane Faye, Executive Director	
c. Address (Street, city, state, and ZIP code) 1101 Pennsylvania Ave NW, Suite 600 Washington, DC 20004	d. Tel. No. (732) 644-0390	e. Cell No.
	f. Fax No.	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months the above-named labor organization restrained and coerced the employees of MVM, Inc. in the exercise of their Section 7 rights by failing and refusing to process a grievance over discipline issued to (b) (6), (b) (6), (b) (7)(C)

Within the past 6 months, the above-named labor organization restrained and coerced the employees of MVM, Inc. in the exercise of their Section 7 rights by failing to conduct or permit a ratification vote on the collective-bargaining agreement.

Within the past 6 months, the above-named labor organization restrained and coerced the employees of MVM, Inc. in the exercise of their Section 7 rights by retroactively collecting dues and fees under a union security clause for the period between the collective-bargaining agreement's effective date and its date of execution.

(b) (6), (b) (7)(C) Within the past 6 months the above name labor organization restrained and coerced to the removed me from the union as a member.

3. Name of Employer MVM, Inc.	4a. Tel. No. (301) 435-5355	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) NIH, Bldg 31 9000 Rockville Pike, Bethesda, MD 20852	6. Employer representative to contact Robin Caraballor, Project Mgr.
---	---

7. Type of establishment (factory, mine, wholesaler, etc.) Government contract	8. Identify principal product or service security	9. Number of workers employed 485
---	--	--------------------------------------

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
	c. Fax No.	d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)

12. DECLARATION I declare that (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief		Tel No (b) (6), (b) (7)(C)
By (signature) (b) (6), (b) (7)(C)	An Individual (Print/type name and title or office, if any)	Cell No.
(b) (6), (b) (7)(C)		Fax No.
		e-Mail
Address (b) (6), (b) (7)(C)		(date) 12-12-12

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

UNITED SECURITY AND POLICE OFFICERS OF
AMERICA (USPOA)

Case 5-CB-95242

and

(b) (6), (b) (7)(C), AN INDIVIDUAL
COMPLAINT AND NOTICE OF HEARING

(b) (6), (b) (7)(C), an individual, herein called the Charging Party, has charged that United Security and Police Officers of America (USPOA), herein called Respondent, has been engaging in unfair labor practices as set forth in the National Labor Relations Act, 29 U.S.C. § 151 et seq., herein called the Act. Based thereon, the Acting General Counsel, by the undersigned, pursuant to Section 10(b) of the Act and Section 102.15 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, issues this Complaint and Notice of Hearing and alleges as follows:

1. The charge in this proceeding was filed by the Charging Party on December 19, 2012, and a copy was served by mail on Respondent on December 21, 2012.

2. (a) At all material times, MVM, Inc., herein called the Employer, has been a California corporation with an office and place of business in Ashburn, Virginia, and has been engaged in the business of providing contract security services.

(b) In conducting its business operations described above in paragraph 2(a), during the past twelve months, a representative period, the Employer performed services valued in excess of \$50,000 in states other than the State Virginia.

(c) During the period of time described above in paragraph 2(b), the Employer, in conducting its business operations described above in paragraph 2(a), performed services valued in excess of \$50,000 under contracts with the federal government.

(d) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

3. At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, the following individuals have held the positions set forth opposite their respective names and have been agents of Respondent within the meaning of Section 2(13) of the Act:

(b) (6), (b) (7)(C)

5. At all material times, by virtue of Section 9(a) of the Act, Respondent has been the exclusive collective-bargaining representative of the following employees of the Employer (the Unit):

All full-time and regular part-time security officers employed by the Employer and assigned to the following locations of the National Institutes of Health operations: Bethesda, Poolesville, Gaithersburg, Rockville, and Baltimore, Maryland, pursuant to its current and follow-on service contracts with the government for the provision of security services at said facilities; but excluding all office and clerical employees, managers, professional employees, temporary employees, substitute employees, non-security employees, and supervisors as defined by the Act.

6. At all material times, Respondent and the Employer have maintained and enforced a collective-bargaining agreement covering the terms and conditions of employment of the Unit, including a grievance and arbitration procedure.

7. Since on or about (b) (6), (b) (7)(C) 2012, Respondent has failed to process a grievance concerning a discipline given to the Charging Party on (b) (6), (b) (7)(C) 2012, which the Charging Party attempted to file under the provision of the agreement described above in paragraph 6.

8. Since on or about (b) (6), (b) (7)(C) 2012, Respondent has failed to process a grievance concerning the discipline given to the Charging Party on (b) (6), (b) (7)(C) 2012, which the Charging Party filed under the provision of the agreement described above in paragraph 6.

9. Respondent engaged in the conduct described above in paragraphs 7 and 8, because of the Charging Party's non-membership status.

10. By engaging in the conduct described above in paragraphs 7 through 9, in connection with its representative status described above in paragraphs 5 and 6, Respondent has failed to represent the Charging Party for reasons that are arbitrary, discriminatory, or in bad faith and has breached the fiduciary duty it owes to said employee and the Unit.

11. By the conduct described above in paragraphs 7 through 10, Respondent has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

12. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations; it must file an answer to the complaint. The answer must be **received by this office on or before April 11, 2013, or postmarked on or before April 10, 2013.** Unless filed electronically in a pdf format, Respondent should file an original and four copies of the answer with this office.

An answer may also be filed electronically by using the E-Filing system on the Agency's website. In order to file an answer electronically, access the Agency's website at <http://www.nlr.gov>, click on **E-Gov tab**, select **E-Filing** and then follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's

website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Sections 102.21. If an answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing.

Service of the answer on each of the other parties must be accomplished in conformance with the requirements of Section 102.114 of the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE that commencing at 10:00 a.m., E.D.T., on the 20th day of June 2013, in Hearing Room 5600 East, 1099 14th Street, NW, Washington, DC, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The procedures to be

followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Baltimore, Maryland this 28th day of March 2013.

(SEAL)

WAYNE R. GOLD

Wayne R. Gold, Regional Director
National Labor Relations Board, Region 5
Bank of America Center -Tower II
100 South Charles Street, Suite 600
Baltimore, Maryland 21201

Attachments

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

United Security and Police Officers of America (USPOA) (MVM, Inc.) Case 05-CB-095242

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING AND MAILING OF NOTICES — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in prominent places around its facility, including all places where the Charged Party normally posts notices to members. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. Further, if the Charged Party maintains bulletin boards at the facility of the Employer where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting. The Charged Party will also copy and mail, at its own expense, a copy of the attached Notice to all current employees of the Employer whom it represents and all former employees of the Employer whom it represented who were employed at any time since November 13, 2012. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of members to whom the Notices were mailed.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters.

It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original

notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes (b) (6), (b) (7)(C) _____
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a complaint that will include the allegations spelled out above in the Scope of Agreement section. Thereafter, the General Counsel may file a motion for default judgment with the Board on the allegations of the complaint. The Charged Party understands and agrees that all of the allegations of the complaint will be deemed admitted and it will have waived its right to file an Answer to such complaint. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party UNITED SECURITY AND POLICE OFFICERS OF AMERICA (USPOA)		Charging Party (b) (6), (b) (7)(C)	
By: Name and Title (b) (6), (b) (7)(C)	Date 04/04/13	By: Name and Title /s/ (b) (6), (b) (7)(C)	Date 4/8/13
Recommended By: /s/ Matthew Turner Field Attorney	Date 4/10/13	Approved By: /s/ Wayne Gold Regional Director, Region 05	Date 4/11/13

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT fail or refuse to fairly represent any employee in a bargaining unit that we represent.

WE WILL NOT fail to handle grievances for (b) (6), (b) (7)(C) or any employee because we dislike them, because they are not members of the Union, or for any other unfair reasons.

WE WILL ask MVM, Inc. to hear the (b) (6), (b) (7)(C) 2012 grievances of (b) (6), (b) (7)(C) and if they agree **WE WILL** properly handle the grievance.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**UNITED SECURITY AND POLICE OFFICERS OF
AMERICA (USPOA)**

(Labor Organization)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

BANK OF AMERICA CENTER, TOWER
II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

July 15, 2013

Mr. Assane B. Faye, Executive Director
International Union, Security Police and Fire
Professionals of America (SPFPA)
1101 Pennsylvania Avenue, N.W., Suite 600
Washington, DC 20004

Re: United Security and Police Officers of
America (USPOA)
(MVM, Inc.)
Case 05-CB-095242

Dear Mr. Faye:

The above-captioned case has been closed on compliance. However, this Office may institute further proceedings if subsequent violations occur.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

cc:

(b) (6), (b) (7)(C)
[Redacted]

Jason M. Branciforte, Esq.
Littler Mendelson, P. C.
1150 17th Street, N.W., Suite 900
Washington, DC 20036

Ms. Robin Caraballort, Project Manager
MVM, Inc.
NIH Building 31
9000 Rockville Pike
Bethesda, MD 20852

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		5-CB-096171	1/10/13
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Mary Joe Maneri	
c. Address 71 East Cherry Street, Ste. 5B Rahway, NJ 07065		d. Tel. No. 732-388-3323	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A), subsection(s) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about the preceding six months and at all times thereafter, the above-named labor organization, by its officers, agents, representatives and members, has required (b) (6), (b) (7)(C), an employee covered by an agreement authorized under Section 8(a)(3) of the Act, the payment as a condition precedent to becoming a member of said labor organization of a fee in an amount which is excessive or discriminatory under all the circumstances. Specifically, the above-named labor organization has required (b) (6), (b) (7)(C) to pay membership dues as a full-time employee when (b) (6), (b) (7)(C) is, and has been, classified as a part-time employee.</p>			
3. Name of Employer Securiguard, Inc.		4a. Tel. No. 703-821-6777	4b. Cell No.
		4c. Fax No. 703-790-1696	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 6858 Old Dominion Drive, Ste. 307 McLean, Virginia 22101		6. Employer representative to contact Leslie M. Howard, HR Director	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Services	9. Number of Workers employed 80	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) at the statements therein are true to the best of my knowledge and belief.			
An Individual		Tel No. (b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)
Print/type name and title or office, if any		Fax No.	e-Mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)		Date: 12-22-12	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

Region 05
Bank of America Center, Tower II
100 S. Charles Street, Suite 600
Baltimore, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

March 22, 2013

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Securiguard, Inc.)
Case 05-CB-096171

Dear (b) (6), (b) (7)(C) :

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for lack of merit. The charge alleged that the Union violated the Act by charging you membership dues as a full-time employee when you are actually a part-time employee. The investigation revealed that the Union's Constitution and By-Laws set the amount of dues to be charged members, stating that anyone who works more than forty hours in a month must pay two and a half hour's pay per month in union dues. Those working less than forty hours in a month pay one hour's pay per month in dues. The investigation also disclosed that you work more than forty hours per month and do not qualify for the lesser dues amount. The investigation also disclosed that the Union has responded to your question about this matter and provided its explanation of your dues amount. Finally, the investigation did not reveal any indication that any union members who worked more than forty hours per month were charged only the lesser amount. Consequently, I am unable to conclude that the Union's conduct implicated by this charge violated the Act and I am dismissing the charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National

Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C.
20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **April 5, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than April 4, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202) 273-4283. A request for an extension of time to file an appeal **must be received on or before April 5, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Albert W. Palewicz

Albert W. Palewicz
Acting Regional Director

Enclosure: Appeal Form

cc: See Page Three

International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Securiguard, Inc.)
Case 05-CB-096171

- 3 -

March 22, 2013

cc: General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th St., N.W.
Washington, DC 20570

Ms. Mary Joe Maneri
International Union, Security, Police and
Fire Professionals of America (SPFPA)
71 E. Cherry St., Ste. 5b
Rahway, NJ 07065-4001

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle And Brooks, P.C.
The Cadillac Tower
65 Cadillac Sq., Ste 3727
Detroit, MI 48226-2822

Ms. Leslie Howard
Securiguard, Inc.
6858 Old Dominion Dr., Ste. 307
Mc Lean, VA 22101-3832

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		5-CB-96449	1/14 / 13
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
A. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Willie Jones	
c. Address 25510 Kelly Road, Roseville, MI 48066-4932		d. Tel. No. (215)519-0298	e. Cell No.
		f. Fax No. (215)877-2179	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since in or around the last six months, and at all times thereafter, the above-named Labor Organization, by its officers, agents, and representatives, by refusing to arbitrate (b) (6), (b) (7)(C) grievance over (b) (6), (b) (7)(C) 2012 suspension and inadequately representing (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) 2012 meetings regarding a potential suspension, and by other acts and conduct, has restrained and coerced the employees Security Support Services in the exercise of the rights guaranteed in Section 7 of the Act:</p>			
3. Name of Employer Security Support Services		4a. Tel. No. 703-339-0233	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 6101 Fallard Drive, Upper Marlboro, MD 20772-3807		6. Employer representative to contact Doug Nelson	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed Approx. 50	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C) charge		(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

March 13, 2013

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2822

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Security Support Services)
Case 05-CB-096449

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Albert W. Palewicz

Albert W. Palewicz
Acting Regional Director

cc: Mr. Willie Jones
International Union, Security, Police and
Fire Professionals of America, Local 444
71 E. Cherry St.
Rahway, NJ 07065

Mr. Doug Nelson
Security Support Services
6101 Fallard Dr.
Upper Marlboro, MD 20772-3807

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CA-097734	Date filed 02/05/2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police & Fire Professionals of America (SPFPA), Local 444		b. Union Representative to Contact Willie Jones + 215-819-0200 and Joe McCray	
c. Address 25510 Kelly Rd Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act			
Since about (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees by threatening to refuse to represent them because of their dissident union activities			
3. Name of Employer Security Support Services, a division of AKAL		4a. Tel. No. (301) 358-2285 4c. Fax No.	4b. Cell No. 4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 6101 Follard Dr. Upper Marlboro 20772, MD		6. Employer representative to contact Rick Poland	
7. Type of Establishment (factory, mine, wholesaler) Government Contractor	8. Principal product or service Security services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) 11c. Fax No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)		Please Reference Case Number 05-CA-94437	
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an individual	Tel. No. (b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) on making charge	Print/type name and title or office, if any)	Fax No.	
Address (b) (6), (b) (7)(C)	Date 2/5/13	e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 27, 2013

Mr. Willie Jones
International Union Security, Police & Fire Professionals of
America, Local 444
71 E. Cherry St.
Rahway, NJ 07065

Re: Security, Police, and Fire Professionals of
America (SPFPA), Local 444
(Security Support Services)
Case 05-CB-097734

Dear Mr. Jones:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: Mr. Joe McCray
International Union, Security, Police, and
Fire Professionals of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

Mr. Rick Poland
Security Support Services, A Division of
AKAL
6101 Fallard Dr.
Upper Marlboro, MD 20772-3807

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-099029	02/25/13

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America, Local 444		b. Union Representative to contact Willie Jones	
c. Address (street, city, state and ZIP code) 71 E. Cherry St. Rahway, NJ 07065		d. Tel. No. 215-879-1832	e. Cell No. 215-519-0298
		f. Fax No. 215-877-2179	g. e-Mail willie-jones@comcast.net
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A) and (2)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about November 15, 2012, and at all times thereafter, the above-named labor organization, by its officers, agents, representatives, and members, restrained and coerced the employees of Security Support Services, LLC in the exercise of the rights guaranteed by Section 7 of the National Labor Relations Act, by causing Security Support Services, LLC to terminate Cordarryl Nelson, for reasons other than other than failure to tender the periodic dues or initiation fees uniformly required as a condition of acquiring or retaining membership in the above-named labor organization, and/or because he engaged in protected concerted activities, and/or because of his membership in and activities on behalf of the United Government Security Officers of America.			
3. Name of Employer Security Support Services, LLC		4a. Tel. No. 202-358-1478	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 300 E St. SW, Washington, D.C., 20546		6. Employer representative to contact Doug Nelson	
7. Type of establishment (factory, mine, wholesaler, etc.) Government Contractor	8. Identify principal product or service Security Services	9. Number of workers employed 40	
10. Full name of party filing charge Cordarryl Nelson		11 a. Tel. No.	b. Cell No. 240-274-3633
11. Address of party filing charge (street, city, state and ZIP code) 6004 Surrey Square Ln., Apt. 204 District Heights, MD 20747		c. Fax No.	d. e-Mail cordarrylericnelson@yahoo.com
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Cordarryl Nelson</u> (signature of representative or person making charge) Cordarryl Nelson 6004 Surrey Square Ln., Apt. 204 District Heights, MD 20747 Address Date <u>2/25/13</u>		Tel. No.	
		Cell No. 240-274-3633	
		Fax No.	
		e-Mail cordarrylericnelson@yahoo.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

INTERNATIONAL UNION , SECURITY, POLICE AND
FIRE PROFESSIONALS OF AMERICA, LOCAL 444
(Security Support Services, LLC)

and

Case 5-CB-99029

CORDARRYL NELSON, AN INDIVIDUAL

COMPLAINT AND NOTICE OF HEARING

Cordarryl Nelson, an individual, herein called the Charging Party, has charged that International Union, Security, Police and Fire Professionals of America, Local 444, herein called Respondent, has been engaging in unfair labor practices as set forth in the National Labor Relations Act, 29 U.S.C. § 151 et seq., herein called the Act. Based thereon, the Acting General Counsel, by the undersigned Acting Regional Director, pursuant to Section 10(b) of the Act and Section 102.15 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, issues this Complaint and Notice of Hearing and alleges as follows:

1. The charge in this proceeding was filed by the Charging Party on February 25, 2013, and a copy was served by mail on Respondent on February 26, 2013.
2. (a) At all material times, Security Support Services, LLC, herein called the Employer, a Nevada limited liability company, with an office and place of business in Washington, D.C., has been engaged in the business of providing security guard services to various private and governmental buildings, including the National Aeronautics and Space Administration (NASA) headquarters building in Washington, D.C.
- (b) During the preceding twelve months, a representative period, the Employer performed services valued in excess of \$50,000 in states other than Nevada, and in the District of Columbia.

(c) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, by virtue of Section 9(a) of the Act, Respondent has been the exclusive collective bargaining representative of the following employees of the Employer, herein called the Unit:

All full-time and regular part-time security officers, security assistants, and security specialists employed by the Employer at the NASA Headquarters currently located at 300 E Street, SW, Washington, DC; excluding all captains, office clerical employees, professional employees, managerial employees, and supervisors as defined in the Act.

5. At all material times, the following individuals have held the positions set forth opposite their respective names and have been agents of Respondent within the meaning of Section 2(13) of the Act:

Michael Brunson	-	Union Steward
Willie Jones	-	President

6. (a) On or about November 14, 2012, Respondent, by Union Steward Michael Brunson, reported to NASA management certain derogatory remarks made to him by the Charging Party.

(b) On or about November 21, 2012, Respondent, by Union Steward Michael Brunson, provided to NASA management, evidence that the Charging Party had submitted to Respondent, in confidence, in furtherance of his grievance against the Employer.

(c) By the conduct described above in paragraph 6(a), Respondent attempted to cause, and caused, the Employer to suspend the Charging Party on or about November 15, 2012.

(d) By the conduct described above in paragraphs 6(a) and 6(b), Respondent attempted to cause, and did cause, the Employer to discharge the Charging Party on or about December 20, 2012.

(e) Respondent engaged in the conduct described above in paragraphs 6(a) through 6(d), because of the Charging Party's dissident union activity, and for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

7. By the conduct described above in paragraph 6, Respondent has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

8. By the conduct described above in paragraph 6, Respondent has been attempting to cause, and causing, an employer to discriminate against its employees in violation of Section 8(a)(3) of the Act in violation of Section 8(b)(2) of the Act.

9. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

REMEDY

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraph 6, the Acting General Counsel seeks an order requiring that Respondent make the Charging Party whole for any loss of earnings and other benefits suffered as a result of the employee's suspension and discharge until such time as the Charging Party obtains other substantially equivalent employment.

The Acting General Counsel further seeks, as part of the remedy for the unfair labor practices alleged above in paragraph 6, the Acting General Counsel seeks an order requiring reimbursement of amounts equal to the difference in taxes owed upon receipt of a lump-sum payment and taxes that would have been owed had there been no discrimination.

The Acting General Counsel further seeks, as part of the remedy for the allegations in paragraph 6, that Respondent be required to submit the appropriate documentation to the Social Security Administration so that when backpay is paid, it will be allocated to the appropriate periods. The Acting

General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be **received by this office on or before May 24, 2013, or postmarked on or before May 23, 2013.** Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations.

The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on July 29, 2013, at 10:00 a.m., E.D.T., in Hearing Room 5600 East, 1099 14th Street, NW, Washington, DC, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this (consolidated) complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Baltimore, Maryland this 10th day of May 2013.

(SEAL)

STEVEN L. SHUSTER

Steven L. Shuster, Acting Regional Director
National Labor Relations Board, Region 5
Bank of America Center -Tower II
100 South Charles Street, Suite 600
Baltimore, Maryland 21201

Attachments

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION FIVE**

International Union, Security, Police
and Fire Professionals of America (SPFPA),
Local Union 444
(Security Support Services, LLC)

Case 5-CB-99029

Respondent,

and

Cordarryl Nelson, An Individual,

Charging Party

**RESPONDENT'S ANSWER TO COMPLAINT
AND AFFIRMATIVE DEFENSES**

Respondent International Union, Security, Police and Fire Professionals of America (SPFPA), Local 444 answers the Complaint as follows:

1. Admit.
2. (a) Upon information and belief, admit.
(b) Upon information and belief, admit.
(c) Upon information and belief, admit.
3. Admit.
4. Admit.
5. Admitted that at all material times, Willie Jones has been president of SPFPA Local 444. Admitted further that Michael Brunson has held the position of Union Steward for SPFPA Local 444. Respondent hereby denies that Michael Brunson acted as an agent of Respondent at all material times.

6. (a) Admitted only that on or about November 14, 2012, Michael Brunson discussed with a NASA representative comments made by Charging Party several days prior. Respondent hereby denies that Mr. Brunson was acting in his capacity as a Union Steward at the time of the conversation.
- (b) Deny.
- (c) Deny.
-
- (d) Deny.
- (e) Deny.
7. Deny.
8. Deny.
9. Admitted only to the extent that if it is found that Respondent committed unfair labor practices as alleged, the unfair labor practices would affect commerce within the meaning of the Act.

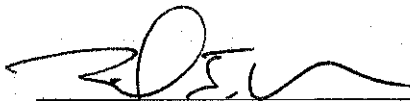
AFFIRMATIVE DEFENSES

- A. Charging Party has failed to exhaust his internal union remedies.
- B. Charging Party has not alleged any act that even if proven establishes a violation by Respondent.
- C. The Complaint fails to state a claim upon which relief can be granted.

WHEREFORE, it is requested that the Complaint be dismissed.

Respectfully submitted,

GREGORY, MOORE, JEAKLE
& BROOKS, P.C.



Michael J. Akins
65 Cadillac Square, Suite 3727
Detroit, MI 48226
(313) 964-5600
Attorneys for Respondents

Dated: May 22, 2013

CERTIFICATE OF SERVICE

I certify that a copy of the foregoing document was served by first class mail today upon the following:

Wayne R. Gold, Regional Director
NLRB Region 5
103 South Gay Street, 8th Floor
Baltimore, MD 21202

Mr. Cordarryl Nelson
Apartment 204
6004 Surrey Square Lane
District Heights, MD 20747



Michael J. Akins
Dated: May 22, 2013

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

International Union, Security, Police and Fire
Professionals of America (SPFPA), and its
Amalgamated Local 444

and

Cordarryl Nelson, an Individual

Case No. 05-CB-099029

COMPLIANCE STIPULATION

IT IS HEREBY STIPULATED AND AGREED BY AND BETWEEN International Union, Security, Police and Fire Professionals of America (SPFPA), and its Amalgamated Local 444, (Respondent) and Cordarryl Nelson (Nelson) and Region 5 of the National Labor Relations Board (Region 5), that:

1. On February 28, 2014, the National Labor Relations Board (the Board), issued its Decision and Order, 360 NLRB No. 57, adopting the Administrative Law Judge's recommended Decision in the above-captioned case. The Board Order directed the Respondent, inter alia, to make Cordarryl Nelson whole for any loss of earnings, including any adverse income tax consequences of receiving make-whole relief in a lump sum, as a result of Respondent's discrimination against him.
2. Following issuance of the Board Order, Region 5 issued a Compliance Specification and Notice of Hearing on June 3, 2014. The Specification sought backpay in the amount of \$34,376.35, excess tax liability in the amount of \$492.00, and interest compounded daily until the date of payment.
3. This Stipulation, the Compliance Specification, the Board's Order and the Decision of the Administrative Law Judge, shall constitute the entire record herein.
4. Respondent agrees to send the Region two checks made payable to Cordarryl Nelson in the amounts set forth below by close of business August 8, 2014:

Backpay Amount:	\$34,376.35
Interest and Excess Tax Liability:	\$2,053.00

Respondent should not make any withholdings from either check. The Respondent will issue Nelson an IRS form 1099 at the appropriate time.

5. All parties agree that the backpay amounts specified above are correct and constitute the full backpay due pursuant to the Board's Order.
6. Respondent stipulates and agrees to waive its right to file an answer to the compliance specification issued on June 3, 2014, and further waives its right to a hearing before an administrative law judge. Accordingly, in the event of Respondent's non-compliance by failure to make the required payment on or before the date specified, or to cure any such failure within fourteen days of written notification from the Regional Director, the General Counsel may file a Motion for Default Judgment with the Board based on the allegations contained in the compliance specification. Thereupon, the Board may issue an

Order requiring Respondent to Show Cause why said Motion of the General Counsel should not be granted. The Board may, without the necessity of trial, find all allegations of the Compliance Specification to be true, and make findings of fact and conclusions of law consistent with those allegations adverse to Respondent on all issues raised by the pleadings. The Board may then issue an Order providing full remedy for the allegations specified in the Compliance Specification, liquidating the amount of backpay due and owing to Nelson as \$34,736.35, the amount of excess tax liability as \$492.00, plus additional sums if payment is not made in 2014, and interest due, as accrued until the date of payment. The only issue that may be raised in response to the Board's Order to Show Cause is whether the Respondent defaulted upon the terms of this Compliance Stipulation. The parties further agree that a Board Order and United States of Court of Appeals Judgment may be entered thereon ex parte for the outstanding liquidated total amount of backpay (\$34,736.35) and excess tax liability (\$492.00, plus additional sums) due and payable, together with the amount of interest due, as accrued until the date of final payment.

Charged Party

**International Union, Security, Police and Fire
Professionals of America (SPFPA), and its
Amalgamated Local 444**

Charging Party

Cordarryl Nelson, An Individual

By: Dwight Duley Date: 6/27/14 By: Cordarryl Nelson Date: 7/17/14
Title: INTERNATIONAL SECRETARY-TREASURER

Recommended By:

[Signature]
Compliance Officer ARD

Date: 7/17/14

Approved By:

[Signature]
Regional Director, Region 5

Date: 7/17/14

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CB-99202	Date filed 2/22/13
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No. 916-501-3174
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Master Security Company, LLC		4a. Tel. No. 410-584-8789	4b. Cell No.
		4c. Fax No. 410-584-8794	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2777 Crystal Drive, Arlington, VA		6. Employer representative to contact Christine Nichols	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		An individual	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Printtype name and title or office, if any)	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 2-22-13	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 05
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 22, 2013

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Master Security Company, LLC)
Case 05-CB-099202

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union restrained and coerced employees by refusing to process your grievance regarding your suspension for arbitrary or discriminatory reasons or in bad faith. After you were informed of your suspension you contacted your (b) (6), (b) (7)(C) and asked (b) (6), (b) (7)(C) to file a grievance on your behalf. The grievance procedure of the current collective-bargaining agreement requires a grievance to be filed at Step 1 within five working days after an employee or (b) (6), (b) (7)(C) becomes aware of a grievance. However, the (b) (6), (b) (7)(C) filed your grievance more than (b) (6), (b) (7)(C) working days after you and the (b) (6), (b) (7)(C) became aware of your suspension. Despite the fact that your grievance was filed untimely, the (b) (6), (b) (7)(C) appealed to Step 2. Ultimately, the Employer denied the grievance at Step 3 because it was filed untimely. A union retains broad discretion in handling grievances and a violation turns on whether the Union exercised its discretion invidiously, discriminatorily, arbitrarily, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171 (1967). The Board finds mere negligence in the handling of a grievance is insufficient to constitute arbitrary conduct and not a violation of a union's duty of fair representation. Mere negligent failure to process a grievance in a timely manner is not a violation of the Act. *Teamsters Local 692 (Great Western Unifreight)*, 209 NLRB 446 (1974). In this case, there is no evidence that the shop steward negligently filed your grievance late for arbitrary or discriminatory reasons or in bad faith. Accordingly, further proceedings are not warranted, and I am refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **May 6, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than May 5, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202) 273-4283. A request for an extension of time to file an appeal **must be received on or before May 6, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to

keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

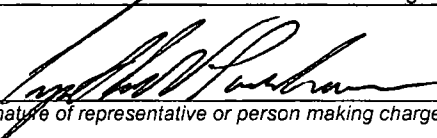
cc: General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

Mr. Joe McCray, Director
International Union, Security, Police, and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066-4932

Eric Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Ms. Kristine Utz-Nichols
Master Security Company LLC
10946D Beaver Dam Road
Hunt Valley, MD 21030-2211

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-100697	3/19/2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police and Fire Professionals of America, Local 287		b. Union Representative to Contact Willie Jones	
c. Address 71 E. Cherry St. Suite 5B Rahway, NJ 07065		d. Tel. No. 215-879-1832	e. Cell No. 215-519-0298
		f. Fax No. 215-877-2179	g. e-Mail willie-jones@comcast.net
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) <u>1(A)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The International Union SPFPA and its Local have failed and/or refused to represent its member Cynthia Parham in her grievances against AKAL/Coastal International Security for harassment and retaliation for exercising her rights under the CBA and FMLA.			

3. Name of Employer AKAL/Coastal International Security		4a. Tel. No. 505-692-6785	4b. Cell No.
		4c. Fax No. 505-753-7453	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Ronald Reagan Building		6. Employer representative to contact Maureen Dolan	
7. Type of Establishment (factory, mine, wholesaler) Federal Building	8. Principal product or service Private Security Company	9. Number of Workers employed 500+	
10. Full name of party filing charge Cynthia V. Parham		11a. Tel. No. 703-906-2152	11b. Cell No. 703-906-2152
		11c. Fax No. 301-423-2182	11d. e-Mail cpcp31222@peoplepc.com
11. Address of party filing charge (street, city, state, and ZIP code) 3416 Curtis Dr. #407, Suitland, MD 20746			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 		Cynthia V. Parham	
(signature of representative or person making charge)		Print/type name and title or office, if any)	
Address 3416 Curtis Dr., #407, Suitland, MD 20746		Date. March 15, 2013	Tel No same as above Cell No. Same as above Fax No. Same as above e-Mail same as above

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-782166124



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

May 31, 2013

Ms. Cynthia V. Parham
3416 Curtis Dr., Apt. 407
Suitland, MD 20746-4907

Re: International Union, Security Police and
Fire Professionals of America, Local 287
(AKAL/Coastal International Security)
Case 05-CB-100697

Dear Ms. Parham:

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 287 has violated the National Labor Relations Act.

Decision to Dismiss in Part: Your charge alleges that International Union SPFPA and its Local 287 have failed and/or refused to represent you in your grievances against AKAL/Coastal International Security. Specifically, you allege that the Union failed and refused to process the following grievances on your behalf: September 24, 2012 grievance regarding discipline received on September 19, 2012; September 24, 2012 grievance regarding the Employer's refusal to grant breaks; November 18, 2012 grievance regarding a supervisor's falsification of a time sheet; December 10, 2012 grievance regarding an officer stealing cups from the food court; and December 10, 2012 regarding an officer who violated multiple post orders. Based on the investigation, I have concluded that further proceedings are not warranted with respect to certain portions of your charge, specifically the allegation that the Union failed and/or refused to process your September 24, 2012 grievance pertaining to discipline received on September 19, 2012. Accordingly, I am dismissing this portion of your charge.

My decision does not affect the remaining portions of the charge, alleging that the Union violated Section 8(b)(1)(A) of the Act by failing and refusing to file and/or process the four other grievances described above. Those allegations remain outstanding and are being processed further by this office.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **June 14, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than June 13, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before June 14, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

cc General Counsel
 Office Of Appeals
 Franklin Court Building
 National Labor Relations Board
 1099 14th Street, NW
 Washington, DC 20570

 Michael J. Akins, Esq.
 Gregory, Moore, Jeakle & Brooks, P. C.
 65 Cadillac Square, Suite 3727
 Detroit, MI 48226

Mr. Willie W. Jones
Local President
International Union Security, Police &
Fire Professionals of America, Local 444
71 E. Cherry St.
Rahway, NJ 07065

Ms. Maureen Dolan
Human Resources Labor Relations
AKAL/Coastal International Security
P. O. Box 1197
Santa Cruz, NM 87567-1197

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

**International Union, Security, Police and Fire Professionals of America Case 05-CB-100697
and its Local 287 (AKAL/Coastal International Security)**

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICES — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in Local 287's office located at 11910 ATEN STREET, FT. WASHINGTON, MD 20744, where notices of this sort are typically posted. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. Further, if the Charged Party maintains bulletin boards at the facility of the Employer where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

INTRANET POSTING - The Charged Party will also post a copy of the Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, on its intranet and keep it continuously posted there for 60 consecutive days from the date it was originally posted. The Charged Party will send an e-mail to the Region's Compliance Officer when it submits the Certification of Posting and provide a password for a password protected intranet site in the event it is necessary to check the electronic posting.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including those in the attached Notice to Members, and does not settle any other case(s) or matters.

It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes MJA
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a complaint that will include the allegations spelled out above in the Scope of Agreement section. Thereafter, the General Counsel may file a motion for default judgment with the Board on the allegations of the complaint. The Charged Party understands and agrees that all of the allegations of the complaint will be deemed admitted and it will have waived its right to file an Answer to such complaint. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA AND ITS LOCAL 287		Charging Party CYNTHIA V. PARHAM	
By: Name and Title /s/ Michael J. Akins, Attorney	Date 6/5/13	By: Name and Title	Date
Recommended By: /s/ Joshua D. Rosenberg Field Examiner	Date 6/5/13	Approved By: /s/ Wayne R. Gold Regional Director, Region 5	Date 7/16/13



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

August 7, 2013

CYNTHIA V. PARHAM
3416 CURTIS DR APT 407
SUITLAND, MD 20746-4907

Re: International Union, Security Police and
Fire Professionals of America and its Local
287 (AKAL/Coastal International Security)
Case 05-CB-100697

Dear Ms. Parham:

Your appeal from the Regional Director's approval of a unilateral settlement agreement has been carefully considered. The appeal is denied substantially for the reasons in the Regional Director's letter of July 17, 2013. Nothing raised on appeal warrants a finding that the settlement agreement does not adequately remedy the unfair labor practices found. Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon
Acting General Counsel

By:

A handwritten signature in dark ink, reading "Deborah M.P. Yaffe". The signature is fluid and cursive, with the first name "Deborah" being the most prominent.

Deborah M.P. Yaffe, Director
Office of Appeals

cc: WAYNE R. GOLD
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

MICHAEL J. AKINS, ESQ.
65 CADILLAC SQ STE 3727
GREGORY MOORE JEAKLE
BROKS P C
DETROIT, MI 48226-2893

International Union, Security Police and Fire
Professionals of America and its Local 287
(AKAL/Coastal International Security)
Case 05-CB-100697

-2

WILLIE W. JONES, LOCAL PRESIDENT
INTERNATIONAL UNION SECURITY,
POLICE & FIRE PROFESSIONALS OF
AMERICA, LOCAL 444
71 E CHERRY ST
RAHWAY, NJ 07065-4000

MAUREEN DOLAN
LABOR RELATIONS SPECIALIST
AKAL/COASTAL INTERNATIONAL
SECURITY
PO BOX 1197
SANTA CRUZ, NM 87567-1197

lmr

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

INTERNATIONAL UNION, SECURITY, POLICE AND
FIRE PROFESSIONALS OF AMERICA AND ITS
LOCAL 287
(Coastal International Security)

and

Case 5-CB-100697

CYNTHIA V. PARHAM, AN INDIVIDUAL

COMPLAINT

This Complaint is based on a charge filed by Cynthia V. Parham, an individual (Charging Party). It is issued pursuant to Section 10(b) of the National Labor Relations Act, 29 U.S.C. § 151 et seq. (the Act), and Section 102.15 of the Rules and Regulations of the National Labor Relations Board (the Board) and alleges that International Union, Security, Police and Fire Professionals of America and its Local 287 (Respondent) has violated the Act as described below:

1. The charge in this proceeding was filed by the Charging Party on March 19, 2013, and a copy was served by mail on Respondent on March 20, 2013.

2. (a) At all material times, Coastal International Security (the Employer), a corporation organized under the laws of the State of Virginia and a wholly owned subsidiary of Akal Security, Inc., with an office and place of business in Lorton, Virginia, has been engaged in the business of providing contract security services to various firms and institutions, including the Ronald Reagan Federal Building located at 1300 Pennsylvania Avenue NW, Washington, D.C.

(b) In conducting its business operations during the twelve-month period ending December 31, 2013, the Employer performed services valued in excess of \$50,000 in states outside of Washington, DC.

(c) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, by virtue of Section 9(a) of the Act, Respondent has been the exclusive collective-bargaining representative of the following employees of the Employer (the Unit):

All full-time and regular part-time Security Officer Employees employed by the Employer at the Ronald Reagan Building in Washington DC, but excluding all other employees including Sergeants, Lieutenants, Captains, office clerical employees, managerial employees, and professional employees as defined in the Act.

5. At all material times, Respondent and the Employer have maintained and enforced a collective-bargaining agreement covering the terms and conditions of employment of the Unit, including a grievance and arbitration procedure.

6. (a) Since about September 24, 2012, Respondent has failed and refused to accept or process a grievance that Cynthia V. Parham attempted to file under the provisions of the agreement described above in paragraph 5, concerning the Employer's granting of bathroom breaks.

(b) Since about November 8, 2012, Respondent has failed and refused to accept or process a grievance that Cynthia V. Parham attempted to file under the provisions of the agreement described above in paragraph 5, concerning a supervisor's falsification of a time sheet.

(c) Since about December 10, 2012, Respondent has failed and refused to accept or process a grievance that Cynthia V. Parham attempted to file under the provisions of the agreement described above in paragraph 5, concerning an officer stealing cups from the food court.

(d) Since about December 10, 2012, Respondent has failed and refused to accept or process a grievance that Cynthia V. Parham attempted to file under the provisions of the agreement described above in paragraph 5, concerning an officer who violated multiple post orders.

7. Respondent's conduct described above in paragraph 6, was perfunctory.

8. By engaging in the conduct described above in paragraphs 6 and 7, in connection with its representative status, as described above in paragraphs 4 and 5, Respondent has failed to represent Cynthia V. Parham for reasons that are arbitrary, discriminatory, or in bad faith and has breached the fiduciary duty it owes to said employee and the Unit.

9. By the conduct described above in paragraphs 6 through 8, Respondent has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

10. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

Dated at Baltimore, Maryland this 28th day of January 2014.

(SEAL)

STEVEN L. SHUSTER

Steven L. Shuster, Acting Regional Director
National Labor Relations Board, Region 05
Bank Of America Center - Tower II
100 South Charles Street, Suite 600
Baltimore, MD 21201

Attachments



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 10, 2015

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police and Fire
Professionals of America (SPFPA) and its
Local 287
(AKAL/Coastal International Security)
Case 05-CB-100697

Dear Mr. Akins:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the Judgment of the United States Court of Appeals.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Willie Jones, President
International Union, Security, Police and
Fire Professionals of America (SPFPA)
and its Local No. 287
71 East Cherry St
Rahway, NJ 07065

Ms. Cynthia Parham
3416 Curtis Drive,
Apartment 407
Suitland, MD 20746

Ms. Maureen Dolan, Litigation Manager
Akal/Coastal International Security
P.O. Box 1197
Santa Cruz, NM 87567